

**Minutes of the Human Resources Committee
Tuesday, October 21, 2014**

Chair Zimmermann called the meeting to order at 1:01 p.m.

Present: Supervisors Dave Zimmermann, Mike Crowley, Jennifer Grant, Christine Howard, Larry Nelson, Jeremy Walz.

Also Present: Chief of Staff Mark Mader, Corporation Counsel Tom Farley, Human Resources Manager Jim Richter, Senior Human Resources Analyst Renee Gage, County Board Chair Paul Decker, Legislative Policy Advisor Sarah Spaeth, Senior Financial Analyst Clara Daniels, Budget Management Specialist Bill Duckwitz, Budget Management Specialist Linda Witkowski, Financial Analyst Kim Ho, Principal Assistant Corporation Counsel MaryLee Richmond.

Approve Minutes of October 7, 2014

Motion: Crowley moved, Howard second, to approve the minutes of October 7, 2014 as amended. Motion carried 6-0.

Next Meeting Date

- November 18

Executive Committee Reports of October 20

Zimmermann said the committee interviewed candidates for the district 15 vacancy and completed ballots in an advisory capacity to help Chair Decker select the next supervisor. The committee also approved an appointment and Ordinance 169-O-064, which will be considered at this meeting.

Discuss and Consider the 2015 Operating Budget for the Corporation Counsel's Office

Richmond reviewed the 2015 Corporation Counsel's Office Child Support operating budget including program highlights, financial summary, outcomes, objectives and activities. Richmond then described child support work assignment changes made in the past year including positive and negative outcomes, savings and lessons learned.

Crowley asked what does child support cross training consist of? Richmond said all staff are expected to have familiarity with the three areas of child support: establishing paternity, establishing support orders and enforcement, and customer support. Richmond expressed how proud she is of her staff especially in light of recent changes. In response to Crowley's question, Richmond said there is very little turnover in child support with most workers staying until retirement. It's a good place to work.

Farley reviewed the 2015 Corporation Counsel's Office operating budget including department description and purpose, activities, financial summary, strategic objectives, etc. Farley said the department's reallocation of "attorney power" in 2014 resulted in savings. Farley said corporation counsel attorneys are a good deal. Waukesha County's attorneys' fees average \$100.76 per hour versus \$253 per hour it would cost to retain outside counsel.

In response to Zimmermann's question, Farley said the decrease in his budget over the last three years is mostly due to changes brought by Act 10, which reduced the number of unions from six to one and collective bargaining legal needs.

Zimmermann asked about issues at the child support call center. Richmond said triage at the call center was not working effectively which created an additional level of work for staff. Farley said the department may have discovered a solution.

Motion: Crowley moved, Nelson second, to approve the 2015 the corporation counsel's office operating budget. Motion carried 6-0.

Ordinance 169-O-066: Approve 2015 Position Changes through Creation, Abolishment, Reclassification, and Equity Adjustment

Richter and Gage presented Ordinances 169-O-066 and 169-O-067 in draft form at the October 7 meeting.

Motion: Howard moved, Nelson second, to approve Ordinance 169-O-066. Motion carried 6-0.

Ordinance 169-O-067: Modifications to Health Insurance to Comply with the Affordable Care Act (ACA)

In response to Zimmermann's question, Richter explained that departments would be responsible for managing part-time employees work hours and expenses to keep them below the ACA threshold of 1,560 hours per year to limit the county's insurance obligations. Paying a portion of part-time staff's health insurance may be less expensive than hiring a full-time employee. As time goes by, changes to policy will be made if necessary.

Motion: Nelson moved, Howard second, to approve Ordinance 169-O-067. Motion carried 6-0.

Ordinance 169-O-064: Repeal and Recreate Section 7-96 of the County Code to Change the Benefits for the County Board Chairperson to be Identical as Other County Board Supervisors and to Set the Salary for the County Board Chairperson to be Elected at the Next Organizational Meeting

Spaeth distributed results of a study she performs biennially on county board chair and supervisor salaries in Wisconsin counties with a county executive form of government. With upcoming changes forced on Milwaukee County by Wisconsin Act 14 and the elimination of health insurance for county boards and chairs in Racine, Kenosha and Brown Counties, it is obvious that the Waukesha County Board Chair's salary and benefits are too high and not comparable to similar counties. This ordinance reduces the chair's salary to \$29,293 and eliminates health insurance effective April 2016.

In response to Crowley's question, Mader said the chair's salary has not changed in six to seven years.

Crowley asked is there a written county board chair job description and how many hours per week is the position expected to work? Decker said he follows a job description developed two years ago by the executive committee. It is not the county board chair's job to run the county board office but rather to represent the board at various functions and conferences. Though the number of hours worked per week is not specified, Decker said he is "on at all times" and everywhere he goes people want to talk about Waukesha County. Decker said he does not define the position by the number of hours worked, "a 20th century modality", but rather by his productivity. Decker said he is involved with all office functions all the time and has worked with staff to define and refine job duties, improved office communications and efficiencies, and engaged members of the executive committee in the entire budget process.

Decker said it is important for the board to take action, before the action is dictated to us. Even with the chair's reduced pay, the county board will continue to lend strong oversight to the county executive and administration, and use every possible tool to counterbalance the county executive's presence.

Walz said it is good to make Waukesha County's chairman's salary and benefits consistent with similar counties. Walz asked will reducing the pay and benefits reduce the number of people interested in the position? Decker said it may. There are many challenges with this position and requiring a set number of hours per week further limits who is available for the position. As a person who runs a business, Decker

said he hopes that there will be more people like him elected to the position and does not want only retired persons eligible for election to the position.

Zimmermann said some concerns have been expressed about this ordinance but it is better to make the change before someone makes the decision for us. Decker said “you’re leaders and if you give it [leadership] away and let people dictate to you, then you’re not leaders”.

Motion: Nelson moved, Grant second, to approve Ordinance 169-O-064. Motion carried 6-0.

Motion: Crowley moved, Nelson second, to adjourn the meeting at 2:03 p.m. Motion carried 6-0.

Respectfully submitted,

Jennifer Grant
Secretary